

U.S. Record
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30 October 1984

MEMORANDUM FOR: Director, Equal Employment Opportunity

VIA: Acting Chief, Liaison Division/OLL

FROM:

Liaison Division/OLL

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SUBJECT: Congressional Publications Related to Equal
Employment Opportunity

1. Attached you will find six Congressional publications that may be of use to you. Of particular interest is, "The State of Affirmative Action In the Federal Government: Staff Report Analyzing 1980 and 1983 Employment Profiles." Published last August, this report was prepared by the Subcommittee on Employment Opportunities of the House Committee on Education and Labor. This report surveys employment trends within 45 Federal agencies in an attempt to compare the utilization of minorities and women within the Federal government. The report concludes that despite affirmative action goals and legislative mandates, the minority status in the Federal workforce in 1983 is little improved over 1979. With a few exceptions, the traditional concentration of minorities in the low-level, low-status occupations and the underutilization of minorities in the upper-level, higher-paying positions persisted throughout most of the Federal workforce during the period 1980-1983.

2. This report goes on to conclude that while women constituted nearly half of the total Federal GS workforce, they continued to be clustered in the lower salary grades, with women representing nearly 75 percent of all employees in grades 1-8. Overall, limited progress in gaining employment at the mid to upper salary levels was made by

women, from 25 percent in 1980 to 28 percent in 1983 for grades 9-12; and from 8 percent to 10 percent for grades 13-15. There was no significant advancement for women in the highest paying jobs.

3. Attached for background information is a somewhat dated (August 1980) report of a hearing held by this same Subcommittee on the Federal enforcement of equal employment opportunity laws.

4. A third document reports a "Hearing on Age Discrimination in Employment Act Amendments" conducted by the House Subcommittee on Employment Opportunities on 17 May 1984. Specifically, the Subcommittee heard testimony on three bills, H.R. 2161, H.R. 3093 and H.R. 5310, printed on pages 102 through 109. None of the bills passed Congress this year; H.R. 2161, "To amend the Age Discrimination in Employment Act of 1967 to remove the maximum age limitation applicable to employees who are protected under such act, will very likely be reintroduced next year. Agency employees are covered under the 1967 Act, but the DCI has special authorities over certain employees involved in operations.

5. The fourth document reports a hearing on "Women in Development: Looking to the Future," conducted by the Senate Committee on Foreign Relations on 7 June 1984. This hearing was a followup to the "U.N. Decade for Women" and the witnesses discussed the progress of women in economic development overseas during the last decade.

6. A fifth report is entitled, "WG Special Report on Women in American Society." It was published 21 June 1984 by the House Wednesday Group. The report surveys what Congress has done and recommends what Congress should do in four areas: Civil Rights, Economic Equity, Family Care, and Health and Retirement. The House Wednesday Group is a by-invitation only, 32-member Republican organization which exists to facilitate legislative information exchange, propose policy programs, and provide forums for the confidential consideration of legislative and public policy options. A small professional staff conducts research and prepares reports on selected issues.

7. The sixth document reports a hearing on, "Women Entrepreneurs: Their Success and Problems," conducted by the Senate Committee on Small Business on 30 May 1984.

8. Needless to say, a couple of the reports are more relevant to Agency affirmative action and EEO programs and training than others. I have not retained copies of any of the attached reports and will refer all calls for information to your office. Please let me know of any other Congressional publications related to EEO that you would like to receive and of any legislative issues you would like me to follow next year.

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Attachments
as stated

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OLL/LD:JBW:aw (30 October 1984)